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## CARLSBAD POLICE DEPARTMENT EMPLOYMENT INFORMATION

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# Police Officer

## (Academy Graduate)



**Monthly Salary Range:**  
**\$4,459 - \$5,427**

### *Statement of Values*

With a commitment to professional excellence we, the members of the CARLSBAD POLICE DEPARTMENT, provide quality service to the community to ensure the preservation of life and property and the maintenance of law and order. In doing so:

- We protect the rights of all persons.
- We strive to treat every person with respect, dignity, and compassion.
- We are committed to personal integrity, common purpose and support of each other as essential to an effective and productive work environment.
- We provide leadership in our profession as an example for all law enforcement and to guarantee the best possible service to our citizens.

The CARLSBAD POLICE DEPARTMENT is located in Northern San Diego County and is a progressive growing department consisting of 100 sworn officers and 38 non-sworn personnel. Opportunities for varied assignments such as uniformed patrol, detectives, K-9, off-road enforcement, motorcycles, beach patrol, traffic, vice and narcotics, business liaison, and Project DARE are part of the departments programs to stimulate individual growth and development.

## *Academy Graduate Police Officer*

### IDEAL CANDIDATE

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The Carlsbad Police Department's "Ideal Candidate" exemplifies department values, is a leader, a role model, team player, and problem solver. The "Ideal Candidate" applies to the concepts of community oriented policing while maintaining an effective enforcement profile.

### MINIMUM REQUIREMENTS

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High school graduate or have passed GED test. Not less than 21 years old at the time of appointment. In possession of and maintain a State of California Class C drivers license. Knowledgeable and have the skills, abilities, personal character and mental and physical health to perform the duties of a peace officer in accordance with the examination process.

Graduate from a POST Certified California Basic Academy (within the last six months is preferred), or currently enrolled in a POST approved academy.

## *Application Procedure*

Applications and job announcements may be obtained from and submitted to the CITY OF CARLSBAD, Human Resources Department, 1635 Faraday Avenue, Carlsbad, CA 92008. (760) 602-2440. A copy of your graduation from a POST approved academy or proof of current academy enrollment must accompany the application.

## *Selection Procedure*

**Oral Appraisal Interview:** Appraisal of general experience, education, judgment, problem solving ability and communication skills. Those candidates who are categorized as "Highly Qualified" will continue in the selection process.

**Background Appraisal:** Completion and review of detailed Personal History Statement. Candidates meeting the basic criteria will continue with a background investigation.

**Comprehensive-Background Investigations:** A detailed investigation of the candidate's personal history and suitability for employment as a law enforcement officer based on the job dimensions identified by POST. This investigation will include a lie detection (CVSA) screening.

**Captain's Interview:** Personal interview with the Captain of Field Operations.

The Chief of Police may select/appoint any individual who has successfully completed the process. Appointments are probationary for one year. The final step before hire is a required medical and psychological evaluation.

(760) 602-2440 or [www.ci.carlsbad.ca.us](http://www.ci.carlsbad.ca.us)  
for an application

## *Summary of Benefits*

**Education Incentive:** Based on POST Certificates. \$60 for Intermediate and \$90 for Advanced. Paid biweekly.

**Bilingual Pay:** \$40 paid biweekly to qualified employee.

**Retirement:** The City provides retirement benefits under the Public Employees' Retirement System. Other benefits covered under PERS include disability, death and survivor benefits. The retirement benefit is based on highest year of income, using 3% at age 50 formula.

**Group Health Insurance:** Cafeteria Plan (Pers Health) - choose from indemnity plans or HMO plans.

**Life Insurance:** The City provides life insurance equal to one times annual salary. Employees may purchase additional life equivalent to one times the base amount.

**Uniform Allowance:** Uniform allowance will be \$650.00 paid bi-weekly \$25.00 per pay period.

**Senior Officer Program:** Promotional program available to qualified officers. Senior officers receive an additional 5% above top step police officer and are identified by uniform chevrons.

**Deferred Compensation:** Employees may contribute a portion of their salary to a tax deferred savings account.

**Holidays:** Twelve paid holidays plus one floating holiday per year.

**Vacation:** One to five years service, 10 days. Six to ten years, 15 days. Ten years plus, 15 days plus 1 day for each year over 10 years up to a maximum of 20 days. Employees are eligible for paid vacation days after they have been employed with the City six (6) full months. All police employees are entitled to accrue vacation up to a maximum of 320 hours.

**Sick Leave:** Accrued at the rate of 12 days per year. Unused sick leave may be accumulated. Sick leave to vacation conversion at a 3:1 maximum 5 days annually. Retirement conversion at 25 days to one month.

**FTO (Field Training Officer) Pay:** Officers serving as FTOs receive an additional \$20 per day shift while engaged in training.

## *City Mission Statement*

Our mission is to provide top-quality services to our citizens and customers in a manner that enhances the quality of life for all who live, work, and play in Carlsbad.

City of Carlsbad  
Human Resources  
1635 Faraday Avenue  
Carlsbad, CA 92008  
Phone (760) 602-2440  
Fax (760) 602-8554  
Job Line (760) 602-2480  
[www.ci.carlsbad.ca.us](http://www.ci.carlsbad.ca.us)

